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ABSTRACT

Through Assembly Bill (AB) 1725, the California State Legislature provided two goals for staff diversity in the state's community colleges. The near-term goal was to achieve a 30% systemwide hiring rate of ethnic minorities during the 1992-93 fiscal year, and the long-term goal was to have a workforce in the community colleges that mirrored the demographic characteristics of the state's population by the year 2005. Figures on systemwide hires during the period between fall 1988 and fall 1990 indicate that: (1) of the 365 1988-89 and 326 1989-90 executive/administrative/managerial hires, 108 (29.6%) and 90 (27.6%) respectively were minorities; (2) of the 1,262 1988-89 and 1,228 1989-90 faculty hires, 337 (26.7%) and 381 (28.4%) were minorities; (3) of the 138 1989-90 and 124 1989-90 non-faculty professional hires, 54 (39.1%) and 42 (33.8%) were minorities; (4) of the 1,277 1988-89 and 1,312 1989-90 secretarial/clerical hires, 455 (35.6%) and 467 (35.5%) were minorities; (5) of the 113 1988-89 and 88 1989-90 skilled crafts hires, 34 (30.1%) and 29 (32.9%) were minorities; and (6) of the 579 1988-89 and 565 1989-90 service/maintenance hires, 301 (52%) and 301 (53.2%) were minorities. From 1984 through 1990, the participation rate of women in faculties increased by 4.3%, while the number of women faculty increased by 19.8%. The participation rate of white employees for the same period decreased by 3.2%, with the number of white faculty increasing by 2.7%. The total number of faculty grew by 6.7% during the period, with 72.4% of these positions being filled by ethnic minorities. (JMC)

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Affirmative Action Programs in the California Community Colleges, 1990-91: An Annual Report to the Board of the Governors and the Legislature

Maria Sheehan

Paper discussed as agenda item number 12 at the California Community Colleges Board of Governors meeting
(Sacramento, California, September 12-13, 1991)

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AFFIRMATIVE ACTION PROGRAMS IN THE CALIFORNIA COMMUNITY COLLEGES, 1990-91: AN ANNUAL REPORT TO THE BOARD OF GOVERNORS AND THE LEGISLATURE

12

First Reading, Action Scheduled

Background

The *Education Code*, Section 87104, requires the Board of Governors to "report to the Legislature regarding the number of districts that have adopted and are maintaining affirmative action programs, including the effectiveness of the programs in meeting the intent of this article." Title 5, Section 53011, provides: "The Chancellor shall report annually to the Board of Governors and the Legislature on the progress and/or effectiveness of all California Community College districts in meeting the provisions of this chapter."

The reporting data of Fall 1988 is the benchmark for measuring progress toward the hiring goals of Assembly Bill 1725 (Chapter 973, Statutes of 1988) regarding faculty and staff diversity. With the first allocation of the Faculty and Staff Diversity Fund in Spring 1989, the system was provided resources to move to the next phase of the faculty and staff diversity effort.

Analysis

The mandates of AB 1725 necessitated revision of district affirmative action plans, goals, and timetables. All districts have submitted affirmative action plans, goals, and timetables meeting Title 5 standards.

The first measurement of progress towards the goals of AB 1725 focuses on hiring rates for the year ending at the first census period, Fall 1990. This is a standard reporting date used in the *Staff Data Report* system. Systemwide hiring rates for all ethnic minorities are reported, including 28.4% for faculty, 27.6% for administration,

and 33.8% for professional (non-faculty) positions. Classified support staff had a rate of 39.1%.

Systemwide staffing patterns for faculty are provided. These data indicate consistent progress in diversity staffing over the 1984 base.

Recommended Action

That the Board of Governors adopt the *Report on Affirmative Action Programs in the California Community Colleges* and authorize its transmittal to the Legislature, pursuant to Section 87104 of the *Education Code*.

Staff Presentation: *María Sheehan, Vice Chancellor*
Human Resources

Affirmative Action Programs in the California Community Colleges 1990-91

An Annual Report to
the Board of Governors and the Legislature

This report is submitted in compliance with the *California Education Code*, Section 87104(a)(2), which provides for a report to the Legislature regarding the number of community college "districts maintaining affirmative action programs, including the effectiveness of the programs in meeting the intent of this article." It also is submitted in compliance with Title 5, Section 53011, of the *California Code of Regulations*, which adds the obligation to annually report to the Board of Governors in this regard.

Affirmative Action Plans, Goals, and Timetables

The Community College Reform Act, Assembly Bill 1725 (Chapter 973, Statutes of 1988) made it necessary to revise individual district affirmative action plans in Academic Year 1989-90. This revision coincided with the triennial revision of goals and timetables required of districts.

As was reported in this report for 1989-90, all 71 districts have submitted acceptable affirmative action plans, including goals and timetables.

Systemwide Hiring Rates

In AB 1725 the Legislature provided two goals for the staff diversity program. The near-term goal is to achieve a 30 percent systemwide hiring rate of ethnic minorities during the 1992-93 fiscal year.

Hiring rates for the period between the first census week of Fall 1989 and the same period of Fall 1990 were provided through a special report derived from the annual *Staff Data Report*. The bulk of the hires in this calculation relate to new employees for the beginning of the 1990-91 year. It should be noted that hiring rates include promotions, since those transactions usually have the same competitive characteristics as those positions filled from the outside.

Hiring and staffing rates are reported by EEO-6 categories. The EEO-6 is a standard report required of all colleges by the Equal Employment Opportunity Commission.

Each position is placed in one of the seven categories: executive/administrative/ managerial; faculty; professional (non-faculty); secretarial/clerical; technical/para-professional; skilled crafts; and service/maintenance.

The systemwide rates for each EEO-6 category are provided in Table 1.

TABLE 1

California Community Colleges

Systemwide Hiring Rates for Ethnic Minorities
by EEO-6 Occupational Category
Fall 1988 to Fall 1989
and
Fall 1989 to Fall 1990

EEO-6	Category	1988-89 Total Hires	1988-89 Minority Hires	1988-89 Rate	1989-90 Total Hires	1989-90 Minority Hires	1989-90 Rate
1	Executive/Administrative/ Managerial	365	108	29.6%	326	90	27.6%
2	Faculty	1,263	337	26.7%	1,338	381	28.4%
3	Professional (non-faculty)	138	54	39.1%	124	42	33.8%
4	Secretarial/Clerical	1,277	455	35.6%	1,312	467	35.5%
5	Technical/Paraprofessional	488	153	31.4%	548	185	33.7%
6	Skilled Crafts	113	34	30.1%	88	29	32.9%
7	Service/Maintenance	579	301	52.0%	565	301	53.2%
	Professional Positions (1-3)	**1,766**	**499**	**28.3%**	**1,788**	**513**	**28.7%**
	Support Positions (4-7)	**2,457**	**943**	**38.4%**	**2,513**	**982**	**39.1%**
	Total System (1-7)	**4,223**	**1,442**	**34.1%**	**4,301**	**1,495**	**34.5%**

Source: Management Information System, *Separation/Hiring/Promotions Special Report, 1988-89 and 1989-90*

Ethnic minorities continue to be hired at a rate in excess of 30% for the total system. However, neither the executive/administrative/managerial nor faculty categories reached the 30% target. The Chancellor's Office believes the primary intent of the Legislature is for the system to achieve the goal in all three professional categories. We also believe that success in the faculty category is critical to the mission.

The individual contributions of districts to the Table 1 results are uneven. In the 1989-90 report, we noted that the provision of monetary, technical assistance, and support resources to the districts came too late for a major impact on hiring rates for that period, particularly for smaller districts. For 1990-91, these assets were

provided in a timely manner for districts to use and, along with the districts commitment to the task, did provide increases in the number of districts reporting substantial progress in their staff diversity efforts. This point as it relates to "low-end" districts is illustrated in Table 2.

TABLE 2

California Community Colleges

Faculty Hiring Rates for Ethnic Minorities
1990-91 Staffing Rate Quartiles
Fall 1988 to Fall 1989
and
Fall 1989 to Fall 1990

Quartile	1989-90			1990-91		
	Total Hires	Minority Hires	Rate	Total Hires	Minority Hires	Rate
1	430	158	36.7%	357	128	35.9%
2	452	118	26.1%	474	153	32.3%
3	188	38	20.2%	245	53	21.6%
4	193	24	12.4%	262	47	17.9%
Total	**1,263**	**331**	**26.7%**	**1,338**	**381**	**28.5%**

Source: Management Information System, *Separation/Hiring/Promotions Special Report, 1988-89 and 1989-90*

Districts in quartiles 1 and 2 hired more individuals than the districts in quartiles 3 and 4, and hired ethnic minorities at a rate greater than the AB 1725 goal as shown in Table 2. The third and fourth quartiles are similar in the number of minority hires, which is at a substantially lower rate than that of quartiles 1 and 2. The two lower quartiles differ in hiring rate, primarily due to the fourth quartile containing most of the small districts with low numbers of positions and few ethnic minority hires inside of that number.

However, it is quartile 4 that has shown considerable growth in its hiring rate between this year and last. This can be attributed to heightened awareness, increased technical assistance from the Chancellor's Office, and the availability of money through the Faculty and Staff Diversity Fund. It is this quartile that will receive most of the direct attention in technical assistance and program review over the 1991-92 year.

Although quartile 4 is primarily populated by small rural districts, it contains a number of large urban districts that also will be the focus of technical assistance

reviews during 1991-92. This type of review was piloted in 1990-91 with visits to Lassen Community College District (CCD), Lake Tahoe CCD, and College of the Sequoias CCD. Districts selected for review are in the lower Q4 of faculty staffing and have low faculty minority hiring rates in the reports of the prior year. Eight to ten districts will be scheduled to receive visits in 1991-92.

Current Staffing Rates

The long-term legislative goal is to have a workforce in the Community Colleges that mirrors the demographic characteristics of the State's population by the year 2005. It is difficult to accurately predict what those characteristics will be 15 years from now. In the fall of 1989, the system's full-time staff had the following percentage distribution of gender and ethnicity:

TABLE 3

California Community Colleges

Full-time Employees
Percentage of Gender and Ethnic Minorities
by Selected EEO-6 Categories
Fall 1990

Category	No.	Fem.	Am. In./ Alaskan	Asian/ Pac. Is.	Black	Hisp.	White	Filip.
Exec./Admin./Mgr.	2,688	36.1%	1.2%	3.4%	9.9%	9.6%	75.4%	0.6%
Faculty	16,647	39.4%	0.7%	4.1%	5.6%	6.7%	82.5%	0.4%
Professional (NF)	2,140	57.8%	0.8%	7.2%	12.7%	14.3%	61.9%	3.1%
All Professional	21,475	40.8%	0.8%	4.3%	6.8%	7.8%	79.6%	0.7%
Classified	15,981	61.2%	0.9%	6.6%	11.1%	15.9%	63.2%	2.3%
TOTAL	**37,456**	**49.5%**	**0.8%**	**5.3%**	**8.7%**	**11.3%**	**72.6%**	**1.4%**

Source: Management Information System, *Staff Data Files*

As expected, staffing rates lag behind current hiring rates. In career categories such as faculty, the distribution is heavily influenced by hiring practices of one to two decades ago. As those hired prior to 1975 move into retirement, the replacement through hiring practices attuned to ethnic and gender diversity will bring the staffing rates into line with the availability of those groups in the relevant work force.

There has been progress made in staffing rates for faculty. Looking at the past seven MIS reports on this area, the upward trend in minority and women in the faculty is

apparent. Please note that these data have been adjusted for "missing district reports" (see Table 4).

TABLE 4

California Community Colleges

Full-time Employees
Number and Percentage of Gender and Ethnic Minorities
Fall 1984 through Fall 1990

Year	No.	Fem.	Am. In./ Alaskan	Asian/ Pac. Is.	Black	Hisp.	White	Filip.
1984	15,604	5,477 35.1%	94 0.6%	499 3.2%	764 4.9%	827 5.3%	13,373 85.7%	47 0.3%
1985	15,631	5,580 35.7%	94 0.6%	516 3.3%	782 5.9%	844 5.4%	13,333 85.3%	62 0.4%
1986	15,624	5,728 36.7%	95 0.6%	515 3.3%	784 5.0%	874 5.6%	13,293 85.1%	63 0.4%
1987	15,465	5,737 37.1%	92 0.6%	540 3.5%	798 5.2%	893 5.8%	13,079 84.5%	62 0.4%
1988	15,458	5,936 38.4%	93 0.6%	554 3.6%	817 5.3%	924 6.0%	13,007 84.1%	63 0.4%
1989	15,775	6,178 39.2%	110 0.7%	600 3.8%	833 5.3%	1,023 6.5%	13,146 83.3%	63 0.4%
1990	16,647	6,559 39.4%	117 0.7%	682 4.1%	932 5.6%	1,115 6.7%	13,734 82.5%	67 0.4%
Change 1984-1990	1,043 6.7%	1,082 19.8%	23 24.5%	183 36.7%	168 22.0%	288 34.8%	361 2.7%	20 42.6%
Change 1989-1990	872 5.5%	381 6.2%	7 6.4%	82 13.7%	99 11.9%	92 9.0%	588 4.5%	4 6.3%

Source: Management Information System, *Staff Data Files*
Lassen College Goals and Timetables

Two columns indicate the movement through this period. First, the participation rate of women in faculties has increased 4.3 percentage points from 35.1% to 39.4%. During the period, the number of women increased by 19.8% from 5,477 to 6,559. Second, the participation rate in the category "white" has decreased by 3.2 percentage points from 85.7% to 82.5%. The number of "white" faculty in this category increased by 2.7% from 13,373 to 13,734, all of this growth occurring in the last accounting period. The total number of faculty grew by 6.7% (1,043 positions, from 15,604 to 16,647) during the period, with 72.4% of these positions having been filled by ethnic minorities.

Similar comparative data for executive/administrative/ managerial, professional (non-faculty), and classified staff is provided in Tables 5, 6, and 7. It is interesting to note that the staffing rates and hiring rates (Table 1) are quite close in these categories.

TABLE 5

California Community Colleges

Full-time Employees
Number and Percentage of Gender and Ethnic Minorities
Executive/Administrative/Managerial Category
Fall 1984 through Fall 1990

Year	No.	Fem.	Am. In./ Alaskan	Asian/ Pac. Is.	Black	Hisp.	White	Filip.
1984	2,246	622 27.7%	21 0.6%	71 3.2%	201 4.9%	192 8.5%	1,748 77.8%	13 0.3%
1985	2,277	651 28.6%	20 0.6%	78 3.3%	219 5.9%	188 8.3%	1,759 77.3%	13 0.4%
1986	2,324	701 30.2%	22 0.6%	78 3.3%	224 5.0%	199 8.6%	1,792 77.1%	9 0.4%
1987	2,304	725 31.5%	21 0.6%	74 3.5%	218 9.5%	205 8.9%	1,777 77.1%	9 0.4%
1988	2,372	799 33.7%	26 0.6%	77 3.6%	233 9.8%	214 9.0%	1,812 76.4%	10 0.4%
1989	2,530	911 36.0%	30 0.7%	83 3.8%	244 9.6%	239 9.4%	1,925 76.1%	9 0.4%
1990	2,688	971 36.1%	31 0.7%	91 4.1%	932 9.9%	257 9.6%	2.026 75.4%	17 0.6%
Change 1984-1990	442 19.7%	349 56.1%	10 47.6%	20 28.2%	65 32.3%	65 33.9%	278 15.9%	4 30.8%
Change 1989-1990	872 5.5%	381 6.2%	7 6.4%	82 13.7%	99 11.9%	92 9.0%	588 4.5%	4 6.3%

Source: Management Information System, *Staff Data Files*
Lassen College Goals and Timetables

TABLE 6

California Community Colleges

Full-time Employees
Number and Percentage of Gender and Ethnic Minorities
Professional (Non-Faculty) Category
Fall 1984 through Fall 1990

Year	No.	Fem.	Am. In./ Alaskan	Asian/ Pac. Is.	Black	Hisp.	White	Filip.
1984	1,988	980 49.3%	10 0.5%	123 6.2%	207 10.4%	207 10.4%	1,387 69.8%	54 2.7%
1985	1,860	962 51.7%	9 0.5%	119 6.4%	207 11.1%	197 10.6%	1,278 68.7%	50 2.7%
1986	1,801	937 52.0%	7 0.4%	116 6.4%	198 11.0%	195 10.8%	1,232 68.4%	53 2.9%
1987	1,788	924 51.7%	7 0.4%	125 7.0%	195 10.9%	207 11.6%	1,202 67.2%	52 2.9%
1988	1,778	958 53.9%	9 0.5%	114 6.4%	199 11.2%	229 12.9%	1,179 66.3%	48 2.7%
1989	1,959	1,087 55.5%	12 0.6%	131 6.7%	245 12.5%	263 13.4%	1,252 63.9%	57 2.9%
1990	2,140	1,237 57.8%	17 0.8%	154 7.2%	272 12.7%	306 14.3%	1,325 61.9%	66 3.1%
Change 1984-1990	152 7.6%	257 26.2%	7 70.0%	31 25.2%	65 31.4%	99 47.8%	-62 -4.5%	12 22.2%

Source: Management Information System, *Staff Data Files*
Lassen College Goals and Timetables

TABLE 7

California Community Colleges

Full-time Employees
Number and Percentage of Gender and Ethnic Minorities
Classified Category
Fall 1984 through Fall 1990

Year	No.	Fem.	Am. In./ Alaskan	Asian/ Pac. Is.	Black	Hisp.	White	Filip.
1984	13,925	8,369 60.1%	153 1.1%	696 5.0%	1,671 12.0%	1,880 13.5%	9,260 66.5%	265 1.9%
1985	14,225	9,535 67.0%	128 0.9%	740 5.2	1,678 11.8%	1,920 13.5%	9,474 66.6%	285 2.0%
1986	14,392	8,703 60.5%	119 0.8%	770 5.4%	1,644 11.4%	1,991 13.8%	9,583 66.6%	285 2.0%
1987	14,389	8,650 60.1%	115 0.8%	800 5.6%	1,593 11.1%	2,065 14.4%	9,501 66.0%	315 2.2%
1988	14,506	8,823 60.8%	132 0.9%	867 6.0%	1,576 10.9%	2,153 14.8%	9,446 65.1%	332 2.3%
1989	15,251	9,321 61.1%	138 0.9%	958 6.3%	1,658 10.9%	2,344 15.4%	9,834 64.5%	319 2.1%
1990	15,981	9,780 61.2%	144 0.9%	1,055 6.6%	1,774 11.1%	2,541 15.9%	10,009 63.2%	368 2.3%
Change 1984-1990	2,056 14.8%	1,411 16.9%	-9 -5.9%	359 51.6%	103 6.2%	661 35.2%	839 9.1%	103 38.9%

Source: Management Information System, *Staff Data Files*
Lassen College Goals and Timetables

Conclusion

Chancellor's Office staff concludes that there is continued movement in the employment of women and ethnic minorities in the California Community Colleges. There was a positive impact on staff diversity results that shows a system commitment to diversity that probably can be attributed to the emphasis in AB 1725 and the Board of Governors commitment to provide assistance for districts to achieve those results as indicated in Tables 4 through 7.

The agency strategy of focusing technical assistance assets towards the districts with low performance rates is having positive affect on those districts. In addition, the strategy of not overly publicizing the identity of low performance districts has aided agency efforts to improve these groups' performance. This practice shall be extended at least until a full-cycle of technical assistance has taken place.

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